



# words & vision

UCFV Faculty and Staff Association Newsletter

March 1994 Vol. 1, No. 5

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# FSA NEWSLETTER

March 1994

## From The Editor

As usual, many important FSA related notes fill the newsletter's pages. One I want to add is on the recent meeting between the Executive and Management, March 2. We got together to have a free exchange of views on current matters, and this was accomplished. For the mutually agreed purposes of promoting improved lines of communications essential to our continued healthy relationship, it was decided that such open meetings should be scheduled for every couple of months or so.

On the editorial front, in the spirit of Easter I'd like to crucify myself on the horns of a thorny dilemma (how's that for mangled metaphors?). I don't know about you, but I've been running into a wall of Political Correctness (PCism) lately, and I wonder if one can say anything sensible on this pernicious issue.

On one side, PCism has obvious benefits. Sure it's used by special interest groups to bully opponents, but it also has the underlying positive motive of not wanting to offend. I'm certainly keen to know and avoid terms that might cause pain to any 'challenged' group; likewise I'm happy to address ethnic minorities in their language of choice.

Another positive side-effect is that PCism has made everyone hyper-aware of the true power of language—the words we use—to shape reality, and this can only be good. A sensitivity to the negative implications of exclusive language, for instance, will help battle such culturally irrelevant dinosaurs as patriarchy, and generally make us nicer people all round.

On the down side, though, PCism is undermining the freedom of expression central to the educational process—something that must really concern us. In the classroom, students are daunted, afraid to voice their thoughts and reluctant to enter into discussion because they don't know what's 'correct' any longer. But then who does? Instructors, on the other side of the podium, are similarly tongue-tied on a thousand possibly sensitive topics, afraid to speak out and be branded 'incorrect'.

PCism is also undermining the open-ended freedom that fosters our ongoing collegial interaction. There will be increasingly controversial and difficult matters demanding our attention ahead, but the tendency is growing to shut-up rather than put-up on all fronts. Can you imagine getting a committee together who could amicably agree what to name a building, or a toilet, for that matter? I can't.

Hence the dilemma. Of course, no one wants to suffer opprobrium or be hurtful, yet surely we must arm ourselves against a sea of 'you can't say that' meant to silence our discourse.

The negating power of PCism derives from its aura of being monolithic and justified: 'political' suggests a consensus of some kind reached in a righteous forum above and beyond our input, while 'correctness' evokes its binary opposite, 'wrongness'—and you can only be one or the other, right?

Not exactly. PCism in the context of language usage is idiosyncratic and even goofy at times. Some draw the line at

comments were meant to balance off some of the unthinking gung-ho enthusiasm that interactivity seems to be generating. The 'Beyond' in my title has a positive charge,

surely; likewise to describe this new technology as 'elegant' is, in my dictionary, at least, high praise.

## President's Report

### Governance Legislation Coming

We'll soon know, perhaps this week, the government's intentions with respect to how soon we'll be an independent degree-granting institution, and whether of not faculty and staff will play a significant role in governance.

Early indications are that 'education councils' will be given some authority under legislation for some aspects of educational policy. In anticipation of this, UCAC has remodelled itself to include more representation from faculty, among other things. (See Ian McAskill's article below.)

Unfortunately, this new, larger, forum won't be formed until spring, and some major issues will be discussed before then—mainly budget and reorganization. UCAC will be consulted on both issues, so it is especially important to ensure that both UCAC and the FSA know your responses to these issues over the next couple of months.

### Budget Expected Today

As I write, the provincial government is tabling the 94/95 budget. UCFV budget assumptions and priorities have already been tabled at UCAC; now these priorities will be represented in the actual UCFV budget. Early indications are that the government will

offer little or nothing to cover inflationary increases, creating an intense downward pressure on wages and forcing lay-offs in the system. New FTEs will likely come our way, which will offset the problem to some extent locally, and we have job protection locally, so the effects will likely be felt by those proposing new programs. The FSA and management have a process of budget consultation evolving from last year, and this will begin alongside the debate at UCAC. Again, both the FSA and UCAC will need to know, from you, what issues you want raised.

### Reorganization Plan Expected Soon

Within the next week or so, we should also see the proposed reorganization of UCFV. The plan will come to both the FSA and UCAC for discussion. Again, we will need to know what you think about the issues in order to represent you.

### Let Us Know What the Issues Are

It will help us a great deal if you send us your responses to both the budget and the reorganization plan so we can speak to the issues you raise. We now number over 550 people, and it is no longer possible, if it ever really was, to whip around and ask you. The

consultation process. All this said, consultation is merely consultation—we don't control the budget. However, we can protest elements of it as being unfair and unreasonable, and would have, had we known how far the original proposal was from the reality we face now.

In any event, send all your ExecuPark horror stories to Nora Andrew or Peter Jones. Copy them to Brian Minter. The Board needs to be aware of the poor PR the College is getting, and the problems that students, in particular, are having.

### The Future of the FSA

As we approach another election for executive positions, I am reflecting on how the FSA has changed over the last couple of years, and some of the implications and problems. Here are a few of them.

1. Our membership has virtually doubled.
2. Most new members know very little about the long history of the FSA, or why it is unique in the system, or the role it plays at UCFV.
3. New hirings absorb an enormous amount of FSA time, both in the collection of SAC reps and in monitoring the process.
4. Twice the membership means twice the members with questions and problems, taxing the grievance chairs and shop steward system.
5. Rapid change and growth means rapid consultation, and a deterioration of internal consultation systems both within the FSA and at UCFV in general.
6. New situations seem to arise weekly—situations the Collective Agreement was not designed to address. How do we calculate a distance ed. work load? What do we do with a job that is half faculty,

half staff? How do we correct work load inequities? And so on.

7. CIEA has continued to work for a centralized system of bargaining, as has the government. The system is centralizing in general. How strongly are we committed to local autonomy, to one big union, and so on?

As UCFV and the whole system go through rapid change, the FSA has to set some priorities. The first must always be to protect the basic needs of members—job and income security. I think we've done that. Beyond this, however, we are key players in creating a new institution. Its character will depend to a very large extent on how we set priorities, what choices we make. A strong and committed executive for next year has probably never been more important, for it will have to continue to make choices, often with little or no opportunity to return to you for guidance. We are all busy with growth in our own areas, and serving on the executive is a big commitment. Those of you seriously concerned, however, with how UCFV will evolve, must seriously consider it. It was much easier to be involved in the FSA in years past, when the issues arrived at a manageable pace, our workloads weren't as heavy, when our areas weren't struggling to grow with insufficient resources, when we weren't designing new services and courses, when we weren't so big. Now, however, is when we need the wisest and strongest leadership—so pick your candidates carefully, or, better yet, run yourself. When the election is over, if you wouldn't run for office, find some time for union work and help keep UCFV a good place to work. Information on the election process is in this newsletter.

- Cheryl Dahl

The legislation is due to be tabled within a month and this proposed governance structure and representation will be affected. It is our hope that the legislation will be helpful rather than confining. Our Board has been and continues to be actively supportive of the consultative process which we have developed over the years, and we will no doubt accommodate any legislative changes in the same spirit.

After the representation issue is solved, the UCAC will then turn its attention to a second, more complex issue of governance within the college community. It is this second problem which is of urgent importance now to department and program heads. In short, the focus of decision-making must be better defined for UCAC, and incidentally for the numerous other committees which now make decisions or recommendations for UCAC, notably the Program Advisory and Admissions and Standards Committees.

There is among all our committees, general agreement that the scope of each committee's responsibility in decision-making is unclear, and that has led to considerable confusion

both among committee members, and among program and department heads about which committee presides over which issue. This confusion evidences itself especially with program and course approvals. At the department curriculum level there is uncertainty about what information is to be brought to which committee and the appropriate degree of refinement. At the committee level, certainly UCAC and PAC members share uncertainty about what decisions devolve upon them.

I have placed this issue before UCAC and PAC and discussions are underway about which group will make what decisions, and on the basis of what criteria. After all that is clarified, the same process will be initiated with Admissions and Standards.

The next year promises to be an active one for the UCAC as these changes are initiated and implemented. With expanded representation, there is the opportunity for a considerably greater voice for all in the governance of our College.

- Ian McAskill

## First Staff VP Report

### Changes, Constants, and Adjustments

This year has been one of constants, changes, and adjustments for staff. One of the constants has been the burden of increased work load due to our continuing transition to University College status. One of the changes has been the new and often challenging, additions most, if not all of us,

have faced in our positions and, of course, the adjustment has been the need to deal with these changes and constants.

The increased workload has been a major presence this year—all of us are aware that with the increase in enrolment there has been

## Occupational Health & Safety Committee Report

The OHSC is holding a joint meeting with Personal Safety Committee to discuss issues of mutual concern and discuss roles and responsibilities of the Personal Safety Committee. The three issues of continuing concern to the OHSC are: 1) air quality at all UCFV facilities; 2) the need for department or area representation on the OHSC committee; and 3) the growing concern about the health effects of electronic equipment, such as printers and photocopiers.

Concern about air quality continues at most UCFV facilities; the OHSC has struck a sub-committee to investigate the problem and to make recommendations for a solution.

Departments and areas which handle dangerous materials or engage in activities of risk of personal injury have asked for representation on the OHSC. This issue will be addressed in the next few months and a resolution can be reached that will be satisfactory to all parties. Of growing concern is the placement of photocopiers and printers, and the effects these machines can have on personal health. Some of these machines give off vapours, and should be put in properly ventilated rooms. More information on this concern will be forthcoming.

- Ron Coreau

## JCAC Report

### Jobs Reviewed since June 1993

| Current Jobs Rated                        | Previous Rating | New Rating |
|---|-----------------|------------|
| Secretary to Director of Facilities       | 4               | 5          |
| Secretary/Receptionist, International Ed. | 3               | 4          |
| Computing Lab Assistant, CIS              | 6               | 7          |
| Office Clerk, Chwk Business Office        | 3               | 4          |

### New Jobs Rated for the First Time

|                         |    |
|-------------------------|----|
| Manager Co-op Education | 10 |
| Research Analyst        | 11 |
| Associate Registrar     | 10 |

We finally broke the Pay Group 11 barrier with the Research Analyst's job! The Associate Registrar's job was looked at the same time the other two jobs in this group were done, and it was agreed that the job was equal to the Manager, Co-op Education, in complexity, responsibility, education, and experience. It had been paid at Pay Group 9, but is now at Pay Group 10.

## Advance Nominations for FSA Executive

For your information, advance nominations were called according to By-Law 4.2 of our constitution. This should not in any way discourage nominations from the floor, or in writing. If you wish to nominate a colleague

for any position, use the nomination form on the next page, and forward it to Fenella in the FSA Office, Abbotsford, or answer the Chair's call at the **Annual General Meeting on May 4th**.

### Advance Nominations for Executive Positions

1994/1995

|                                    |  |
|------------------------------------|--|
| President                          |  |
| First Faculty VP                   |  |
| Second Faculty VP                  |  |
| First Staff VP                     |  |
| Second Staff VP                    |  |
| Treasurer                          |  |
| Contract Chair                     |  |
| Communications Chair               |  |
| Grievance Chair (Faculty)          |  |
| Grievance Chair (Staff)            |  |
| Agreements Chair                   |  |
| Professional Development Chair     |  |
| Job Classification Audit Chair     |  |
| Occupational Health & Safety Chair |  |
| Recording Secretary                |  |

|                             |
|-----------------------------|
| DIANE GRIFFITHS, PERLA WERK |
| DALE BOX                    |
| VERN WRIGHT                 |
| IAN MCASKILL                |
| MOIRA GUTTERIDGE            |
| RICHARD DUBANSKI            |
| RON COREAU                  |

### C.I.E.A. Committee Representatives

|                       |  |
|-----------------------|--|
| Non Regular Employees |  |
| Status of Women       |  |
| Human Rights          |  |

|                   |
|-------------------|
| CRISPIN ELSTED    |
| JEAN BALLARD-KENT |

FSA AGM Organizing Committee for 1994 is Vern Wright and Pam Mercer.

## CIEA seeks direction on the Provincial Accord

A week or so ago, you received a bulletin from CIEA on the matter of a provincial accord covering faculty in the colleges and institutes. Before CIEA proceeds to negotiate such an accord, they want to know how much interest exists among local union members. Each union is conducting a vote among its membership on the matter. The details of the proposed accord are in the bulletin. We have attached another copy so you can review it again.

Should the FSA membership vote 'yes', it does not mean we necessarily would have to join the accord if it were negotiated. Should the FSA membership vote 'no', and we are in the minority on the matter, it will not prevent an accord from being negotiated.

Over the last three years, the FSA has consistently opposed any form of centralised bargaining. We have voted on the issue in relation to joining a bargaining council, and

in relation to the Korbin Commission hearings.

The executive discussed the provincial accord, and decided to recommend you vote against it, for reasons similar to those raised in the previous discussions. We remain committed to local autonomy, and don't want to lose it to a centralised bargaining structure. Even if we remain outside such a structure, we would be very much affected by the negotiations there. However, this vote allows us to canvass you once again on the matter, and to make sure we continue to reflect your wishes. Should you vote to support the idea of an accord, we will, of course, vote accordingly at the CIEA President's Council meeting on April 15.

**Please return your ballot to the FSA office by April 8.** The result will be posted the following week.

## BALLOT

I am Faculty \_\_\_\_\_ Staff \_\_\_\_\_

I support the idea of negotiating a Provincial Accord for faculty in the colleges and institutes.

Yes \_\_\_\_\_ No \_\_\_\_\_

to international development; the UN set the standard of .7% of GNP, and we have dipped, each year, closer to .4% of our GNP. The conference, though, pushed some of these facts further. The three means by which Canada offers development are multilateral, bilateral and Non-government Organisations (NGOs). Norman Cook, the representative from Canadian International Development Agency (CIDA) and head of NGO activities in Ottawa, informed us that the bulk of Canadian development is channelled through multilateral and bilateral institutions (78%), and only 23% of Canadian development assistance goes through NGOs. It is generally agreed that NGOs contribute the most meaningfully and thoughtfully to the development industry, but recent changes in CIDA have defined NGOs as both profit and non-profit groups; this means NGOs are being watered down and progressively marginalized for the purpose of business interests. The document, *Diminishing Our Future: CIDA: Four Years After Winegard*, further argues that Canadian development has failed in four strategic area: an uncritical embrace of structural adjustment, the quantity and quality of aid, program delivery and human rights and development. *Diminishing Our Future* is meant to be a strong critique of CIDA's rhetoric of 'Sharing our Future.' It also became quite obvious and clear at the conference that the term 'NGOs', when applied to most Canadian Development groups, is a misnomer; most NGOs are substantially funded by the government which makes them Government Assisted Organizations (GAOs). When a development organization accepts a substantial amount of funding from the government, many important and challenging questions are taboo. The startling fact that Canada gives very little of its GNP to development (2.5-3 billion), and that most of this funding is sent

to some of the states with the worst human rights (China, Indonesia, India, Bangladesh) should raise some thoughtful and concerned eyebrows.

The question, though, of Canada and development raises a much bigger question of the relationship of militarism and development. The world spends about 60 billion a year on development; Canada, as I mentioned earlier, contributes about 2.5-3 billion to the pot, and most of the money is directed to brutal, militaristic regimes. The USA, in 1994, will spend about 500 billion (include DOE weapons budget and other non-Pentagon war expenses) on militarism, and a great deal of the US military muscle will be flexed in third world states. If we, briefly and for a moment, compare what the world spends on development and the USA spends on the military, we will see how marginal development is in international relations. It is also important to note that the military is the largest operator of hazardous wastes in the USA; in fact, the Pentagon generates between 400,000-500,000 tons of toxics annually, more than the top five USA chemical companies. The US spent nearly \$3 trillion on defence in the 1980's, or \$45,000 for each American household. If for the moment, we ignore the amount spent on militarism in the USA, Americans spend three times as much on tobacco and nearly five times as much on alcoholic beverages than their government spends on official development assistance. But, to return to the main point, a Trident II missile costs about \$40 billion, and Bangor Naval Base, just to the south of us in Puget Sound, is home to many Trident submarines. Advance torpedo testing is done in Georgia Straight in the naval base across the water from Nanaimo.

when natural security is at stake. There is a Japanese saying that goes like this: any nail that stands up will be banged down. Philip Berrigan and his friends have dared to stand up to Mars, and the devotees of Mars (the state, military, science, the courts) will take their hammer and attempt to bang them down. In conclusion, it is vital that we learn to see the intimate connections between the military and thieves (More), the fact that Presidents are often pirates at large (Augustine), and, perhaps most importantly, when we condemn the man or woman who often out of necessity steals the goose from the commons, we, for the most part, let the greater criminal and terrorist go who steals the commons from the goose. In this

connection, it is important to remind ourselves that since WW II, the CIA has been involved in 10,000 minor covert operations and 3,000 major covert operations to destabilize states that resist their imperial ambitions. Canada, of course, has regularly and in a docile way, submitted to the actions of the USA; in this way, it is a complicit agent in the violations of fundamental human rights in the world. As citizens of the world, we do well to remember that Nietzsche's 'Last Man' is a first world temptation (healthy, well-fed, pampered and assured by technology), but to rise, Phoenix like, from the ashes of the 'Last Man' means to be a voice for justice in our world, and justice, itself, will resist the demands of Mars.

- Ron Dart

## In The Halls of Academe

*Ed: This is from the Financial Post, February 26, 1994*

### The Gender War Heats Up

The gender war currently raging at three western Canadian universities spread this week into the general news media, as critics of the campus women's movement took their case to the public.

The most severe attack, in that it was a logically argued assault of the whole academic role of feminism, came from a woman herself—Dr. Ruth Gruhn, professor of anthropology at the University of Alberta, who declared that North American universities have institutionalized feminism as their official ideology.

This, she said, not only threatens academic freedom, but prohibits objective examination and criticism of feminist theory. It is also directing staff appointments in all faculties so that only one philosophical viewpoint can be expressed, and any criticism of it becomes 'intolerance.'

Her case appeared as a signed article in the *Edmonton Journal* last weekend.

Meanwhile a fury ensued in Vancouver after James Steiger, a professor of psychology at the University of British Columbia, published

criticism is to be put down...by simple epithets, 'sexist' or misogynous,' or ridiculed."

Three aspects of the gender conflict are new. First, the opponents of feminism have become far more voluble in the last year and are ready to endure the charge that they're politically incorrect. Second, their criticism is directed implicitly at university presidents, most of whom have surrounded themselves with advisers on "women's issues" who exert

an inordinate influence on executive policy. Third, the media are giving much space and time to the critics, whose central objective is to halt the equity program in campus hiring. They see equity as a grave compromise of academic standards.

If they succeed and equity fails in the universities, its discontinuance by government would only be a matter of time.

Everything considered, work is less boring than amusing oneself.

- Baudelaire



## Wine Notes: Sauvignon Blanc

About two years ago, Dave Allen (English Faculty member and wine connoisseur), Rory Wallace (Art History Faculty member and wine lover), and me, Barry Bompas, non faculty member and wine drinker, started meeting in the Abbotsford Wine Bar (B202) to taste the grape.

Due to increased workloads during the past year, we were forced to pursue this scholarly activity alone. Actually, Dave was no longer an administrator and his time was in shorter supply.

However, Rory and I manage to find a way to meet. Every Tuesday we drive to the valley together and when we aren't having a pleasant and amiable discussion about the revised timetable, Saturday classes, the Spring Semester, and pay parking, we argue

about wine. By the time the 70 km trip is over we manage to reach consensus on a few things. Recently, we agreed which clock on the clock tower was correct (it's the one showing 7:46), that building E was designed for a warmer climate (the Arizona desert), and the merits of Sauvignon Blanc.

The origin of this wine grape is French and it produces very well in California, Australia, and Chile. Most wine produced from the sauvignon blanc grape tends to have a distinctly fruity but fine firm taste. If you find chardonnay wines to be a bit heavy or oakey, then sauvignon may be more to your liking.

Next time you are cruising the aisles of the liquor store, take a look for the following sauvignon blanc wines:

| California                      |  |        |
|---------------------------------|--|--------|
| J. Wile and Sons Napa Valley    |  | \$8.95 |
| R.H. Phillips Night Harvest     |  | 8.95   |
| Glen Ellen Proprietor's Reserve |  | 8.40   |
| Australia                       |  |        |
| Killawarra                      |  | \$8.95 |
| Chile                           |  |        |
| Cousino-Macul                   |  | \$8.95 |

These wines have been chosen as they are all under \$9.00, readily available, and have different tastes. If you are going to taste one of these wines check for fruitiness. You should buy two to make a comparison. When you buy two you are allowed to share with someone. These wines are dry, and if you are planning to drink more than two, drink them before a sweeter wine and then head for the closest Betty Ford Clinic. Sweetness in a

wine tends to dull the palate, whereas acidity refreshes it. A dry wine after a sweet one will taste sharp and unpleasant.

If you do try one of these wines let your editor, or Rory and I, know your thoughts.

Well, the clock on the clock tower says it's 7:46; time to go home. Hope my car hasn't been towed by Excupark!

- Barry Bompas

## Where did the initiative for a sectoral accord originate?

Discussions about a limited framework agreement among unions, employers and government in the college institute system began in the fall of 1991. CIEA, the BCGEU and CUPE were prepared to discuss a framework agreement if the government would commit itself to restoration of core funding and adopt the principle of parity for fair and equitable salaries and working conditions. Employer representatives agreed with the precondition of restoring core funding, but objected to the principle of parity and upward standardization of working conditions and wages. Though these discussions were inconclusive, at the 1992 CIEA AGM, members reaffirmed support for the principle of the discussions, with the preconditions set out above. The idea of a framework approach for the college and institute system resurfaced during the Korbin Commission process. During the Langara labour dispute a framework resolution was proposed, but the parties were unable to agree on a process.

Following a workshop on a sectoral accord at the 1993 AGM, a resolution directed the CIEA Executive to prepare a working paper on an accord. Despite some indication of interest from the Ministry as well as the Minister of Finance, formal government comment was postponed until the release of the Korbin Commission Report and subsequent legislation. Following this, a cabinet shuffle, the appointment of a new Minister and Deputy Minister, a reorganization of the Ministry, and employer preoccupation with establishing the Public Sector Employers Council once again delayed attention to the proposed accord.

Finally, discussions with the new Deputy Minister in November encouraged CIEA to once again inquire as to the government and employers' interest in an accord. We were informed that there was interest both within the Ministry and the office of the Public Sector Employers' Council.

As a result, an exploratory meeting was attended by representatives of the PSEA, the Deputy Minister and CIEA to assess the interests of the parties. It was agreed there was shared interest in some system objectives but the parties would need to meet again to further discuss objectives, scope and process after conferring with their principals. At the January 16, 1994 Presidents' Council meeting it was decided CIEA should attend a further meeting to table the items CIEA considered appropriate for an accord. The issue was also taken to the January 21, 1994 meeting of CUCI. Unions representing support staff were not interested, but there was interest from the BCGEU faculty components. The BCIT Staff Society was unable to comment at the meeting. Since then, both the BCGEU faculty bargaining council and the BCIT Staff Society have expressed the desire to be involved in further system talks.

At a meeting on February 22, 1994, representatives for CUCI from CIEA and the BCGEU met with representatives of the PSEA where the outline of the process and objectives presented above was formulated and the parties agreed to seek the approval of their principals to proceed. At the Presidents' Council meeting of March 4, 1994, the Executive of CIEA was directed to prepare this document and locals agreed to seek the direction of their memberships at the earliest possible opportunity.

It is anticipated that individual faculty associations will be facing the most difficult round of negotiations since the early eighties. While the Post Secondary Employers Association will be reviewing and monitoring all negotiations, college and institute employers will be expected to demonstrate productivity increases for any costs in collective agreements. A sectoral accord would provide a broader framework for addressing the needs of the government, the Ministry, the employers, and faculty as listed in the shared objectives and could provide the opportunity for a more positive labour relations climate than that produced from institution by institution local bargaining.

\* The Council of Unions in the Colleges and Institutes includes both faculty and support staff unions in the colleges and institutes and is chaired by CIEA's President. The Post Secondary Employers Association is comprised of all employers in the college and institute system.